

Federal Correctional Institution Terminal Island

1299 Seaside Avenue
Terminal Island, CA 90731

Psychology Internship Program



**Member, Association of Psychology Postdoctoral
and Internship Centers (APPIC)**

APPIC Central Office
10 G Street, NE Suite 440
Washington, D.C. 20002
(202) 589-0600
www.appic.org

Overview of the Federal Bureau of Prisons

The Federal Bureau of Prisons (BOP) currently operates 114 institutions, 6 regional offices, a Central office, two staff training centers and 28 Residential Re-Entry Center offices. The BOP is responsible for the custody and care of more than 201, 280 federal offenders. Approximately 85 percent of these inmates are confined in BOP operated correctional facilities or detention centers. The remainder are confined in Residential Re-Entry facilities, or privately-operated and contracted detention centers or prisons.

Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. The majority of inmates are incarcerated in medium, low, or minimum security institutions affording greater degrees of personal freedom and less restrictive environments. All facilities have support services, including medical and psychology departments. The BOP also maintains prison hospitals to provide for inmates whose needs cannot be adequately addressed in general population settings.

The general philosophy of inmate management in the BOP reflects the belief that although all inmates have been charged or convicted of federal crimes and separated from the community, inmates are individuals with their own needs and abilities. Some have made conscious decisions to engage in repeated criminal acts. Others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment.

The prevailing philosophy regarding rehabilitation is that it is not something that can or will be forced upon an inmate. The BOP provides resources to assist those who are motivated to change maladaptive patterns, including academic and vocational programs, which have allowed inmates to earn high school equivalence certificates and to gain varied work skills.

The mission of the Federal Bureau of Prisons is to protect society by confining offenders in the controlled environments of prison and community-based facilities that are safe, humane, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

FCI Terminal Island

FCI Terminal Island is a low security federal prison for men, located on the Los Angeles Harbor near San Pedro and Long Beach, CA. The average population is approximately 1,100 inmates. The racial composition of the inmate population is 30% Hispanic, 20% Caucasian, 17.5% African American, 3% Asian and 1.5% Native

American. The mean age of inmates is 42.5 years. Approximately 62% of the inmates at FCI Terminal Island are incarcerated for drug related charges, 8.9% for weapons offenses, 8.3% for sex offenses (including child pornography), and 6.8% for fraud. Consistent with a low security facility, 67% of the inmates at FCI Terminal Island have no documented history of violence. The median sentence length for inmates at the facility is 87 months.

The staff compliment at FCI Terminal Island is 269. While the largest number of staff are in Correctional Services, the institution has employees in unit management, education, religious services, education, health services, psychology, human resources, food services, and the business office, among others. Approximately 73% of the staff are male and 27% are female.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psychoeducational, and consultative services to inmates and staff. Psychological services within the institution are designed to ensure that every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community. The focus of treatment varies from the amelioration of crisis situations to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Specifically, the mission of FCI Terminal Island is that of a "Care Level 3" facility. At Care Level 3 facilities inmates are considered "fragile outpatients with conditions that require frequent clinical contacts (daily to monthly)." Inmates present with a variety of medical and mental health problems. In terms of mental health issues, inmates exhibit a range of diagnoses, which may include psychotic disorders and/or cognitive impairment. While inmates may periodically require inpatient hospitalization, services are aimed at helping them maintain their outpatient status.

Psychology Internship at FCI Terminal Island

Services offered by the Psychology Department

The services provided by Psychology Services at FCI Terminal Island include psychological screenings of newly admitted inmates, brief treatment of adjustment symptoms, crisis intervention, and suicide risk assessment and prevention. We also provide drug abuse treatment, psychological assessment and consultation with staff regarding inmate management concerns and personal issues. Opportunities exist to provide brief and long-term treatment in individual and group formats. Group formats can range from psychoeducational topics to process-oriented and may reflect intern interests. Past topics have included anger management, psychiatric medication issues and relationship enhancement.

The primary services offered by the Psychology Services department serve as a framework for the core curriculum of the internship program. All interns receive training and supervised experience in the following areas:

Intake Screening: Each inmate who arrives at the facility is interviewed to assess current mental status and the appropriateness of further monitoring and intervention. At this time, programming recommendations are suggested, such as individual or group therapy, substance abuse treatment, anger management, and referrals for a psychiatric consultation. Inmates housed in the Special Housing Unit undergo a brief mental status examination at least every 30 days.

Suicide Prevention and Crisis Intervention: Immediate evaluation and intervention is offered to those inmates who may be experiencing a personal crisis, or whose mental status has decompensated. A psychologist is on-call after hours and on weekends to respond to such emergencies. All FCI Terminal Island staff play a vital function in suicide prevention and are provided training in identifying warning signs and procedures for referral to Psychology Services.

Therapy: Clinical interventions include brief and long-term individual therapy as well as educational and process oriented group therapy. Therapy sessions and groups are generally held on a weekly basis.

Assessment: Psychological evaluations are performed in response to referrals from many sources, including other clinicians, the drug treatment staff, and education. Psychological testing is utilized when necessary to provide useful information.

Consultation, Evaluation, and Organizational Interventions: Frequent consultations occur with other departments, especially psychiatry, health services, the unit team, and correctional services. Building relationships and networking with other disciplines is essential for effective organizational intervention. All staff contribute to the yearly internal program evaluation (operational review) of department activities.

Medication Monitoring: Psychology Services monitors the mental status of all inmates on psychotropic medications on at least a monthly basis. Each inmate's level of functioning is assessed, including any change in symptoms or side effects to the medication. Referrals and consultation with the psychiatrist routinely occur.

Residential Drug Abuse Treatment Program (RDAP): FCI Terminal Island offers the BOP's 500 hour residential substance abuse treatment program. The program is coordinated by the RDAP psychologist, who provides direct services and supervises the treatment duties conducted by the Drug Abuse Psychologist and Drug Treatment Specialists. Approximately 120 inmates participate in the program at any given time.

Goals for the Internship Program

The training offered by the FCI Terminal Island Internship Program is designed to meet the following two goals:

- (1) To train competent early career **psychologists**.
- (2) To train competent early career **correctional psychologists**, who will be uniquely qualified to consider employment with the Federal Bureau of Prisons.

The primary goal of the Psychology Internship is to provide training as preparation for professional practice, consolidating the knowledge, skills, and abilities acquired through graduate training and supervised practicum experience. To accomplish the goals, the program stresses development of competence in treatment/intervention, assessment, ethics/ professional development, cultural awareness/context specific knowledge, scholarly inquiry, and consultation/training within the correctional context. The training model has a direct bearing on the resulting goals, objectives, and anticipated competencies of the internship program, and will be elaborated below.

Training Model and Philosophy

The training model that serves as the framework for the Internship Program at FCI Terminal Island is the Local Clinical Scientist model. The Local Clinical Scientist Model (LCS) was developed based on a perceived need that other models of training, even the more contemporary ones, emphasized one component over the other. There appeared to be an imbalance between the emphasis on either research or practice, regardless of the training model.

In the LCS model, science and practice are regarded as “attitudes or identities.” According to Striker and Trierweiler (2006), the approach recognizes “the contributions of science and the scientific attitude as well as the realities of daily clinical practice.” In addition to the importance of using science to inform practice, the unique context in which we provide services is also considered. FCI Terminal Island is a multidimensional setting in which psychological services are impacted by varied systemic demands and influences. The cultural aspects of prison life are deeply embedded, and similar to other cultural influences, must be given careful consideration. The complexity of this environment mandates that contextual factors be regarded with as much vigor as relevant research and competent practice skills. Correctional psychologists have long been considering the systemic and contextual factors in their approach to services. The LCS model is a refreshingly congruent fit between the complexity of a correctional setting and our internship training program.

Science + Practice + Contextual Factors = The Local Clinical Scientist Training Model

An individualized training plan is collaboratively developed at the beginning of the year. Training is conceptualized as a stepwise progression of clinical experiences that are graded in complexity. It is anticipated that over the course of the 12 month program, interns will develop increasing autonomy and skills as an developing early career psychologist.

Staff and Resources

Currently, FCI Terminal Island has five full-time licensed psychologists, five drug treatment specialists, and two administrative assistants. All five psychologists are licensed in the State of California.

Psychology Services is centralized within the institution, which contributes to a professional atmosphere and a close working relationship with colleagues. A full-time administrative assistant provides the staff with clerical support. Several large classrooms are available for meetings, seminars, and group treatment. Office space and computers are available for intern use. Currently three offices are designated specifically for intern use. Educational materials and DVD's on psychological and drug treatment topics are available, as well as psychological testing materials.

Our staff include:

Linda McGee, Ph.D. - Chief Psychologist

Dr. McGee was awarded her Ph.D. from the University of Southern California in 1989. She became licensed as a psychologist in California in 1991. As the Chief Psychologist, her primary responsibilities are to administer comprehensive psychological services to 1100 inmates and to supervise the psychology services staff. She has also served as a previous Director of Psychology Training at FCI Terminal Island. Her special interests include prison programs for chronically mentally ill offenders, attitudes and biochemical components underlying criminality, drug use and general deviance.

Maureen Burris, Ph.D. - Internship Program Coordinator

Dr. Burris received her doctorate from the California School of Professional Psychology, Los Angeles in 1989. She has been a licensed psychologist in California since 1991. Dr. Burris began her career with the BOP in 1992 at MDC Los Angeles, where she served as the Director of Clinical Training with the APA accredited internship program, and as a Forensic Psychologist. Her main duties include coordinating the internship program and supervising the general population rotation. Her professional interests are

in psychology training, behavioral emergencies, dangerousness and suicide risk assessments, and sexual minority issues. Dr. Burris supervises the General Population rotation.

Leslie Charles, Ph.D. - Mental Health Program Coordinator

Dr. Charles received her doctorate from the California School of Professional Psychology, Los Angeles in 1993 and is licensed in California since 1995. She is responsible for the treatment of mentally ill Care Level 3 inmates, and supervises the Mental Health rotation. Prior to joining the Bureau of Prisons in 1996 she worked for the California Department of Corrections and for an adolescent residential substance abuse treatment facility. Her interests are in management of the mentally ill, clinical supervision, multi-cultural issues and therapy in correctional settings. Dr. Charles supervises the Mental Health rotation.

Holly Ihle, Ph.D. - Drug and Alcohol Program Coordinator

Dr. Ihle received her doctorate in clinical psychology in 1992 from the California School of Professional Psychology, Los Angeles. She received her California psychologist license in 1994. Her primary responsibilities are the administration of BOP substance abuse treatment programs and the supervision of drug treatment staff. Prior to accepting her position as DAP Coordinator in 1996, Dr. Ihle served as a Staff Psychologist at FCI Terminal Island. Her interests include severely mentally ill patients, dual diagnoses, sex offenders, drug and alcohol treatment and therapy in correctional settings. Dr. Ihle supervises the Drug Abuse Treatment rotation.

Laurie Schoellkopf, Psy.D. - Drug Abuse Psychologist.

Dr. Schoellkopf completed her bachelor's degree at UCLA, and received her doctorate in psychology from Pepperdine University in 1993. She received her California psychologist license in 1998. She completed an APA accredited predoctoral internship at the Child Guidance Center in Santa Ana, CA. Her primary job responsibilities are with the drug and alcohol programs for inmates at FCI Terminal Island. Dr. Schoellkopf has served as a national trainer with the BOP for new drug treatment staff, and is currently the leader of the Crisis Support Team at FCI Terminal Island. Currently, she also serves as an adjunct faculty member at Pepperdine University's Graduate School of Education and Psychology. Her specialty areas include chemical dependency and child psychology.

Cindy Cirlincione, M.A. - Drug Treatment Specialist

Ms. Cirlincione received her B.S. in Criminal Justice from California State University, Long Beach in 1989, and her M.A. in Marriage, Family and Child Counseling from the California Graduate Institute in 2004. Prior to accepting her current position as a Drug Treatment Specialist in 1994, Ms. Cirlincione worked as a case manager, legal technician and correctional officer at FCI Terminal Island. She facilitates beginning and advanced meditation and Kundalini Yoga courses, and 12-Step/ Big Book Study.

Ms. Cirilincione's primary responsibilities are teaching and counseling inmates in the RDAP program.

Lee Howell, B.S., R.N. - Drug Treatment Specialist

Mr. Howell received his R.N. in 1980 and his B.S. in Nursing in 1987. He has worked in the following speciality areas of nursing: acute psychiatry, spinal cord injury, home health, and discharge planning. In 1993 he began his career with the Bureau of Prisons as a Public Health Service nurse. In 1996, he began his current position as a Drug Treatment Specialist at FCI Terminal Island. His areas of interest include fatherhood/fatherlessness issues, drug treatment and Christian counseling. Mr. Howell's primary responsibilities teaching and counseling inmates in Bureau of Prisons substance abuse treatment programs.

Shane Lightel, M.S., - Drug Treatment Specialist

Mr. Lightel received his B.S. in Psychology from James Madison University in 1979. He earned his M.S. in Marriage, Family and Child Counseling from California State University, Dominguez Hills in 1990. Mr. Lightel has served as a Drug Treatment Specialist at FCI Terminal Island since 1992. His primary responsibilities are teaching and counseling inmates in Bureau of Prisons substance abuse treatment programs. His areas of interest include family issues, fatherhood/fatherlessness issues, hostage negotiation and drug treatment interventions.

Paula Surmi, M.A. - Drug Treatment Specialist

Ms. Surmi received her B.A. in biology from Whittier College in 2003. She earned her M.A. in Clinical Psychology with an Emphasis in Marriage and Family Therapy from Pepperdine University in 2007. Since 2007, Ms. Surmi has been a BBS registered Marriage and Family Therapy Intern. In 2009, she began her current position as a Drug Treatment Specialist at FCI Terminal Island. Ms. Surmi's primary responsibilities include teaching and counseling inmates in the RDAP program.

Micaela Garafalo-Saffire, Ph.D. - Drug Treatment Specialist

Dr. Garofalo-Saffire earned a Bachelor's degree in Psychology from the University of Maryland University College and a Master's degree in Criminal Justice from Florida International University. In 2006 she earned her Ph.D. in Forensic Psychology from Alliant International University. She is currently employed as a Drug Abuse Treatment Specialist. In addition, she is an undergraduate and graduate psychology instructor for the University of Phoenix. Her research interests include: reentry and substance abuse issues, the management of violent sexual and nonsexual offenders, and the application and advancement of cross-cultural services.

Accreditation

The internship program at FCI Terminal Island received its initial year of funding for training year 2009-2010. Although internship training has been offered at the facility for

over 20 years, the positions were unpaid. As such, the program was ineligible to pursue accreditation with the American Psychological Association (APA). The internship program is committed to pursuing APA accreditation at the earliest possible time.

FCI Terminal Island has been a member of Association of Psychology Postdoctoral and Internship Centers (APPIC) since 1992. Consistent with membership in APPIC, this program agrees to abide by the policy that no person at this facility will solicit, accept, or use any ranking related information from applicants. The internship at FCI Terminal Island participates in the APPIC match with the National Matching Service (NMS). Applicants must obtain the Applicant Agreement Package from NMS and register for the matching program in order to be eligible. For more information on APPIC, call (202) 589-0600 or visit the website at www.appic.org.

Benefits

Interns receive a GS-09, Step 1 salary of approximately \$53, 531, and accrue annual leave (vacation time) and sick leave at the rate of four hours for every two week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training. As temporary employees, interns are not eligible for health insurance or retirement benefits. Interns are required to complete 2,000 of training at FCI Terminal Island, and are encouraged to judiciously use their vacation and sick leave. The starting date for the internship occurs during the last two weeks of August.

Supervision and Training

Each intern will be involved in training 40 hours each week at FCI Terminal Island. Consistent with APA standards, interns receive two hours of individual supervision and two hours of group supervision. During group supervision, interns rotate presenting cases, and discussing relevant issues such as ethics, managing difficult cases. Interns

participate in weekly didactic seminars which have included such topics as, correctional mental health, treatment of borderline personality disorder, dangerousness and suicide risk assessment, managing sex offenders, review of the MMPI and MCMI, among others. Interns are responsible for conducting three training seminars over the course of the year, which may include presentation of their dissertation research.

Training Activities/ Rotations

Interns complete three rotations over the course of the training year, each lasting approximately 16 weeks. The rotations are: General Population, Mental Health, and the Drug Abuse Treatment. Each intern will participate in a number of training activities, which are considered the core curriculum. As previously outlined, these include intake screenings, suicide prevention/crisis intervention, therapy, assessment, consultation/evaluation/organizational interventions, and medication monitoring.

General Population Rotation

The general population rotation focuses primarily on providing general mental health services to inmates. All inmates who arrive at FCI Terminal Island participate in an intake screening, where their overall mental status and suitability for general population is determined. Interns conduct individual therapy, which may include short-term or long-term treatment, depending on the clinical needs of the inmate. Interns are given latitude regarding the type of groups they facilitate, which may vary with their interests. Suicide and dangerousness risk assessments are routinely conducted on this rotation. Interns receive referrals for psychodiagnostic testing, and administer, score, interpret, and present the results.

A major emphasis on this rotation is to prepare interns to function as generalist correctional psychologists. As such, interns gain supervised experience in the tasks that are considered vital psychological services. Interns will assist with conducting Special Housing Unit (SHU) reviews, whereby the mental status of all inmates housed in SHU 30 days or longer is assessed. Interns help train and monitor the Suicide

Watch Companion Team. The team consists of inmates especially trained to conduct constant visual observations during suicide watches. Interns also monitor general population inmates who take psychotropic medication, make psychiatric referrals, and consult with the psychiatrist.

While not a major rotation, interns will have significant experience working with medically ill inmates, as well as a geriatric population. There are large numbers of each, given the Care Level 3 mission of FCI Terminal Island. Interns will have the opportunity to consult with medical staff and the medical social worker on numerous cases.

Mental Health Rotation

The focus of the mental health rotation includes training experiences that are clinical, administrative and case management-oriented with the persistently mentally ill population at FCI Terminal Island. These inmates are typically diagnosed with schizophrenia, schizoaffective disorder, major depression, bipolar disorder, and/or are cognitively impaired.

Interns are involved in clinical services that include assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes and medication management. The overall purpose is to reduce psychological distress and to empower participants in the management of their symptoms, as well as facilitating their adjustment to incarceration. The intern will facilitate an ongoing Emotion Management Group as well as a number of time-limited psychoeducational groups focused on specific diagnostic categories or other topics. Topics could include chronic medical conditions, depressive or anxiety disorders, grief and loss, social skills (for lower functioning clients) or other topics of the intern's choice.

Training is provided on the process for evaluating an inmate's appropriate care level and determining the necessary services. Consultations and training with the psychiatrist is offered, with an emphasis on developing additional knowledge in the area of psychopharmacology. All inmates on psychiatric medication will be evaluated at least

monthly, though inmates at higher care levels (e.g., the mentally ill) will be seen weekly in individual and/or group therapy. Changes in inmate medications will be monitored through both the Psychology Data System and Pharmacy Records.

Drug Abuse Treatment Rotation

The Psychology Intern is focused on providing aspects of various drug abuse treatment programming on this rotation. Interns are part of the teaching team for the Drug Education Class. Drug Education is a didactic experience which entails the intern providing instruction to inmates regarding how drugs effect the body. This is a mandated program for many inmates. Interns have the opportunity to conduct their own Non-Residential Drug Treatment Group. This is a weekly process oriented, cognitive-behavioral group. Interns also have the training experience of co-leading/leading a phase of treatment within the 500 Hour Residential Drug Abuse Treatment Program (RDAP). RDAP is a 9-month intensive program whereby inmates participate daily and live in a treatment community housing unit. As new policy has recently been published regarding Psychology Programs (including Drug Abuse Treatment Programs), the intern will become familiar with the Modified Therapeutic Community Format and work within this framework.

Interns become familiarized with the Psychology Data System (PDS) and in particular, how to document required treatment notes and attendance. The intern develops familiarity with the assessment process for an inmate's entrance into the RDAP, which includes understanding the inmates' Pre-sentence Report, conducting eligibility interviews, and synthesizing these components. The assessment process involves conducting diagnostic interviews. The intern also participates in Drug Abuse staff/Unit Team meetings.

Group and individual treatment is provided to the intern by the Drug Abuse Treatment Coordinator and/or DAP Psychologist. A reading list is provided and an extensive library of drug treatment reference books and DVD's are available. Presentations to the psychology and drug treatment specialist's group supervision sessions are conducted

by the intern after having researched a particular area of interest in drug treatment.

Evaluation and Grievance Process

Evaluation of intern progress occurs both informally and formally. On an informal basis, supervisors and interns are encouraged to have frequent discussion regarding strengths and areas for improvement. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation. Interns also complete an evaluation of the supervisor and their experience on the particular rotation. It is hoped that there will be no major surprises for either the intern or the supervisor at the end of the rotation, given the emphasis placed on on-going evaluation and feedback. The written evaluations are given to the Internship Program Coordinator, who forwards a copy to the intern's academic program. If an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and activities to facilitate growth in that area. Additional supervision will be provided as needed, until the intern demonstrates an acceptable level of competency.

Interns are encouraged to report any and all concerns regarding professional, ethical, or systemic problems. It is suggested that an informal approach be initiated whereby the intern brings the issue to the attention of the individual involved. This may not be a viable approach in every situation. In those instances the "chain of command," may be useful. In ascending order, the intern may bring the issue to the attention of the Internship Program Coordinator, the Chief Psychologist, the Associate Warden of Programs, and the Warden. Interns will become familiarized with the formal grievance process during their orientation. Concerns may also be reported to APPIC (202-589-0600), or the APA (202-336-5979).

Terminal Island and its environs

The Federal Correctional Institution at Terminal Island is uniquely located on the water between San Pedro and Long Beach. Impressive ocean views are visible from many buildings and grounds within the institution. In the early morning, it is common to hear

the barking of seals and sounds of various sea birds. While fog may roll in during the brief winter season, it is sunny and bright most of the year. Sunglasses and sunscreen are a necessity!! All staff, including interns, have access to the staff training center, which includes a full gym with weights and cardio equipment.

Terminal Island is connected to the mainland via bridges. To the west, is the Vincent Thomas Bridge, which leads to the community of San Pedro. To the east, the island is connected to Long Beach via the Gerald Desmond Bridge. The area is within Los Angeles County. Los Angeles is California's largest city, both in terms of territory and population. The current population is estimated to be approximately 3.5 million filling 465 square miles. Los Angeles is not a city in the traditional sense of the word. Instead, it is a collection of intermingling communities, each contributing their own identity and character. Although public transportation is available across most of Los Angeles, the unique location of the institution on Terminal Island requires employees to use their own vehicles to commute to work.

Terminal Island and the greater Los Angeles boasts a mild climate with temperatures averaging 70 degrees. Los Angeles offers many attractions that contribute to its character. These sights are desirable locales for both LA residents and international tourists. From Beverly Hills, best known for the exclusive Rodeo Drive and the luxurious homes, to downtown urban Los Angeles, there is a successful blend of diverse cultures, peppered with distinctive arts, foods, and way of life. Many large colleges and universities are within an hour drive of Terminal Island. There are hundreds of miles of beaches, where you can swim, surf, walk, run, or bicycle. Nearby Long Beach is home to the Aquarium of the Pacific, the Queen Mary, and the Museum of Latin American Art. The local mountains offer a multitude of sporting activities including skiing and snowboarding in the winter, and hiking and mountain biking in the summer.

While southern California is known for its high priced housing, rentals are generally more affordable. The median priced apartment rentals in the neighboring communities of Long Beach and San Pedro are \$700 for a studio, \$1,200 for a one bedroom, and \$1,600 for a two bedroom.

Employment Opportunities within the Federal Bureau of Prisons

For over thirty years the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with the federal prison system. Forty-six percent of the current Chief Psychologists completed practicum, internship, or post doctoral training with the BOP. Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as being uniquely qualified. Therefore, the agency looks to our intern classes first in making employment offers.

Newly selected staff, who have just completed their doctoral programs, typically start at the GS-11 salary level. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level with further increases to the GS-13 and GS-14 levels possible.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you would have the opportunity to be involved in:

- Providing Correctional Mental Health Services
- Suicide Prevention Program
- Substance Abuse Treatment
- Sex Offender Treatment
- Forensic Evaluations for the Federal Courts
- Hostage Negotiation Training
- Crisis Intervention Response Team for Trauma Victims

- Predoctoral Internship Training Program
- Employee Assistance Program
- Inpatient Mental Health Program
- Staff Training
- Research

Annual continuing education is available as a part of each psychologist's professional development program. Many attend seminars, workshops, or the annual APA convention.

Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility --maximum, medium, minimum, and administrative -- in which they wish to work. In addition, there are a number of newly activated institutions where psychologists play a pivotal role in designing programming and services.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for sheltering extra income similar to a Keogh Plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer. However, in accordance with

Public Law 100-238, applicants for entry-level staff positions must not have reached their 37th birthday at the time of appointment. Waivers are possible up to age 39.

APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM

Requirements and Procedures

The positions offered for the 2010 - 2011 year are open to all students enrolled in APA accredited clinical and counseling doctoral psychology programs. However, Psychology programs that follow APA accreditation guidelines and are actively pursuing accreditation may be considered. Although prior work experience in a prison setting is

not required, training or work experiences compatible with corrections or forensic work is desirable in candidates.

In order to be internship eligible, students must have successfully completed all doctoral course work, other than the dissertation, by the beginning of the internship. The Bureau of Prisons is an Equal Opportunity Employer. The Internship Program encourages the application of ethnic minority and diverse students. Persons with disabilities may be employed in a law enforcement position if they meet the medical and physical requirements for correctional work. If you have any questions about this, please feel free to contact the Human Resources Department.

All applicants must be registered with the National Matching Services, Inc. in order to be eligible for this internship program. Positions will be filled strictly in accordance with APPIC policy.

All application materials should be mailed to the Internship Program Coordinator, Dr. Maureen Burris by **NOVEMBER 15.**

After the deadline, completed application packages at FCI Terminal Island are evaluated and candidates are invited for an interview. Interviews will generally be held during January. A personal interview at the site has obvious advantages for both parties. No telephone interviews will be conducted.

Internship offers resulting from participation in the APPIC matching process are tentative and remain contingent upon meeting all federal employment guidelines and upon continued funding of the training program. All Bureau of Prisons positions are designated as "sensitive." Consequently, applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final. This procedure includes a Pre-Employment Interview with our Human Resources Department, as well as a background investigation and drug screen.

Required Materials

You may apply to one or more of the Bureau of Prisons internship programs and your credentials will be evaluated independently at each site. You will only have to complete the pre-employment interview at one site, and the results may be shared with the other BOP facilities to which you apply. However, you will need to submit a separate, completed package of application materials to each program for which you wish to be considered.

*To have your application considered, all application materials must be received by **November 15.***

All completed applications at FCI Terminal Island will include:

1. APPIC Application for Psychology Internship (AAPI). The AAPI is available from the APPIC web site at www.appic.org
2. Signed, original Academic Program's Verification of Internship Eligibility and Readiness form (AAPI 2).
3. Official /Sealed transcripts of all graduate work. Included with your application packet.
4. Optional Application for Federal Employment - OF 612. This completed form is required in order for your application to be considered. This form is available at www.usajobs.gov, which is the website for federal employment opportunities.
5. Current vita which lists practicum work, academic and professional experience, and research.
6. Three letters of recommendation from sources able to evaluate your work in psychology and your personal qualifications. If you want your Training Director to serve as a reference, he/she must write a traditional letter with a narrative account of your abilities and characteristics. Please submit letters of recommendation with your application package.

7. One work sample with all identifying data eliminated. Select an adult client whose report, at minimum, includes background information, current behavioral observations, results of a battery of psychological tests, and a formulation of the case.

SUBMIT ALL OF YOUR APPLICATION MATERIALS, INCLUDING OFFICIAL TRANSCRIPTS AND LETTERS OF RECOMMENDATION, IN ONE COMPLETE MAILING PACKET.

The members of the Training Committee at FCI Terminal Island are very excited about our internship program and appreciate your interest. Feel free to contact the Internship Program Coordinator, Dr. Maureen Burris, if you have any questions (email preferred).

Dr. Maureen Burris
Internship Program Coordinator
FCI Terminal Island
1299 Seaside Avenue
Terminal Island, CA 90731
(310) 732-5312
mburris@ bop.gov

References

Stricker, G., & Trierweiler, S., (2006). The Local Clinical Scientist: A bridge between science and practice. *Training and Education in Professional Psychology*, 8, 37-46